

Call for applications to promote equal opportunities at the Department of Physics and Astronomy for the year 2017

The Department of Physics and Astronomy (IFA) seeks to make the department a discrimination-free place to work and study, i.e. where all members have equal opportunities irrespective of their gender, gender identity, sexual orientation, age, religion, ethnicity and disability. Bridging between different positions is an unclear phase in the career path and especially susceptible to arbitrary circumstances and/or unconscious bias, which can have a particularly large impact on the early stage of a person's career. The main focus of the call is therefore to support researchers in the early stages of their career as well as to improve the equal opportunity situation in general by supporting novel ideas and initiatives. For this, a total budget of 2.4 million SEK is available for 2017.

Individual research projects

Early-career researchers holding a Ph.D. degree not older than 12 years and Ph.D. students are invited to propose a promising research project that has insufficient or no funding from other sources. Researchers returning from parental leave in 2017 are especially encouraged to apply and will be given priority. Final year Ph.D. students will be prioritised over earlier-stage Ph.D. students.

General initiatives

Any member of IFA can apply for funding of novel ideas and initiatives that promote equal opportunities at the department.

Guidelines

The applications for *individual research projects* will be ranked according to the need and merits of the applicant. The justification for seeking a grant should be clearly stated and it should be pointed out why the project cannot be funded from other sources, otherwise the application will not be considered. The grant can be used for salary support, running project costs or to cover travel expenses, e.g. in order to attend meetings or perform experiments or observations. For Ph.D. students, use of funds is restricted to independent/new research projects or collaboration visits. Funds cannot be used to cover costs for computers, equipment, etc. to prevent diffusion of funds to other people, which would not necessarily benefit the aims of the call.

Please note that by law, "equal opportunities" concerns the individual situation. Therefore, simply belonging to a group that is generally regarded as being subject to discrimination is not enough to be eligible for individual funding. In other words, the application should still be convincing even if the gender, age, religion etc. of the applicant is unknown.

Details are subject to the decision of the department's board, upon recommendation from the Equal Opportunities Group, on the basis of the received applications. Note that to be eligible for these funds the Equal Opportunities Group must have received the application by the deadline specified below. Applications not adhering to the page limits will **not** be considered. **Please follow the instructions for which documents to submit.**

List of required documents

- A description of the research project or suggested initiative (max. 1 page)
- A motivation from an equal opportunities standpoint (max. 1 page). The motivation should include an overview of the funding situation and a clear and precise explanation of how the project will improve the equal opportunities situation.
- A motivated budget including the relevant indirect costs (overhead)
- The applicant's CV (max. 2 pages)
- Proof of employment at IFA at the time of application. For postdocs working at IFA but financed by stipends, a written confirmation from their division head serves this purpose.

For individual research projects we also require

- A list of max. 20 publications
- Proof of Ph.D. degree including completion date. The degree should be obtained after February 15th, 2005; applicants holding older degrees are considered in cases where parental leave, military service or similar shall be taken into account. Ph.D. students are requested to submit a statement from their supervisor on a planned completion date.
- A specification of time and amount of parental leave (dates and %), if applicable.

The applications will be evaluated based on the following criteria:

- How the project or initiative promotes equal opportunities at IFA
- Scientific and pedagogic merits of the applicant
- Overall feasibility of the suggested project or initiative

and additionally for individual research projects:

- How this project will benefit the applicant's future career

One year after allocation of the funding the successful applicants shall fill in a questionnaire provided by the Equal Opportunities Group on how the funds were used and what has been achieved. Unused funds will be reclaimed.

All questions and applications shall be sent directly to the Equal Opportunities Group (physics-jamgrupp@lists.uu.se).

The deadline for applications is February 15th, 2017. After that, the Equal Opportunities Group will discuss and evaluate the incoming applications.

The final decision on distribution of funds will be made by the department's board.

Uppsala, January 02, 2017

IFA / Equal Opportunities Group